



**PUBLIC EMPLOYMENT RELATIONS COMMISSION**  
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL  
MEMBER INFORMATION**

Name: Joseph W. Duffy

Current profession: Arbitrator

Business address: P. O. Box 12217

City/State: Seattle, Washington Zip: 98102-0217

Business Phone: (206) 328-2472 Information current as of: 12/2015  
FAX: (206) 322-7051  
E-mail: [jw.duffy@comcast.net](mailto:jw.duffy@comcast.net)  
Website: [www.duffyadr.com](http://www.duffyadr.com)

**EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES:** Number of cases handled:

As grievance arbitrator: 300+

As interest arbitrator: 2

As mediator: 10

As factfinder:

Employment with impartial labor relations administrative agencies:

Washington State Public Employment Relations Commission From: 1995 To: 2004  
Capacity or position: Commissioner

**Industries:** Broadcasting, college faculty (community college and four-year), communications, construction, electrical utilities, fire fighting, food processing, government (city, county, federal, health care, high technology, hotel & restaurant, manufacturing, maritime, metal working, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehousing.

**Issues:** Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment.

OTHER QUALIFYING EXPERIENCE:

<u>Labor Arbitrator</u>	From: <u>1993</u> To: <u>Present</u>
Title or position: <u>Self-employed</u>	
<u>University of Washington School of Business</u>	From: <u>1996</u> To: <u>1999</u>
Title or position: <u>Lecturer</u>	
<u>King Broadcasting Company</u>	From: <u>2/77</u> To: <u>2/92</u>
Title or position: <u>Vice-President of Employee Relations</u>	

EDUCATIONAL BACKGROUND:

J.D., Seattle University Law School, 1976.  
M.P.A., Public Affairs, University of Washington, 1969.  
B.A., Government, Columbia, 1967.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Washington, 1976.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1976. (Inactive as of 2015)  
National Academy of Arbitrators, Member since: 2001.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1600 per day for labor arbitration hearings and study time, plus reasonable travel expenses for travel outside the Seattle area.
Cancellation, etc. fees:	\$1600 per scheduled day (30 days notice).
Travel/subsistence fees:	As incurred.
Other fees charged:	None listed.